
Sustainability Report Prometeia

2024





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Letter to the Stakeholders

In 2024 Prometeia celebrated 50 years in business. We have reached this milestone in a position of strength thanks to our deeply-rooted values that have enabled us to grow in a period characterised by profound technological and scientific progress and by changes that in terms of size, depth and speed have had a widespread and sudden impact on the context in which we operate, on our work and on our organisation.

The current geopolitical framework has once again brought deep-seated tensions to the fore, linked to the war in Ukraine and the Israel-Palestine conflict, but above all to the emergence of a new world order based on leadership in the control of critical raw materials and frontier innovations in digital technology.

In a world dominated by uncertainty and rapid change, our mission, which we are solidifying on a daily basis, is to provide ideas, analysis and scientific tools to support the banking and financial sector in its decision-making processes.

The past year was also one of growth for Prometeia, with revenues exceeding EUR 150 million. This growth requires us to continue to pursue the sustainable success of our businesses to

create long-term value, while taking into account the interests of relevant stakeholders.

In 2024, Prometeia continued to receive numerous international awards, further consolidating its position among the leading global technology providers for Risk Management and Wealth Management and extending the scope of its award-winning solutions to include climate and Artificial Intelligence. At Prometeia, each award is always the result of the commitment of the entire organisation and as such we share the recognition.

In response to the emergence of new organisational models by customers and the rapid evolution of the technological paradigm, in 2024 Prometeia created the Cloud & Platforms practice, with the task of coordinating investments and developments in Cloud solutions, and set up the permanent working group dedicated to Generative AI.

During 2024, we expanded our certifications and refined our policies to better structure our processes and thus serve our clients. In a market that is increasingly demanding and sensitive to cyber-security issues, we have obtained new ISO standard and AICPA SOC 2 framework certifications in order to improve the company's security position. We introduced the anti-corruption policy and a dedicated policy for the proper use of GenAI tools and incorporated sustainable procurement aspects into the purchasing policy.

We are laying the foundations for the path that will lead us to submit sustainability disclosures in compliance with the legislator's requirements laid down in the Corporate

Sustainability Reporting Directive. An initial ESG assessment of Prometeia's supply chain was carried out in 2024 and we estimated our environmental footprint to better calibrate the efforts we already make in reducing our impact.

Our focus on climate change and sustainability topics is also reflected in the progressive incorporation of these considerations into the basic research, models and services we provide to our clients. We are structurally partnered with the economic and financial system in the integration of ESG topics and the management of climate and environmental risks, and in 2024 we were recognised by Chartis as one of the world's top 20 providers of climate risk technology and analytical solutions. We support Wealth Management and institutional investors in integrating ESG factors into the entire investment process. We have developed models for the monetary valuation of the economic and social impact generated in society as a result of investments, projects or activities of profit or non-profit enterprises.

Prometeia is recognised as a facilitator of the economic debate. In addition to collaborating with leading Italian and international institutions, Prometeia carries out constant communication activities through the publication of scientific papers and reports and participation in specific seminar activities.

Training remains one of the cornerstones of Prometeia. We continue to work on the transfer of knowledge, triggering a virtuous process that starts with continuous learning and the development of new skills for our people and that allows us to increase the professionalism of our clients and the ecosystem in which we operate.

All this has been made possible by our people, who have always been at the heart of Prometeia's growth strategy. At the end of 2024, Prometeia employed over 1200 professionals, with significant impacts on the value generated in the local territories where we operate in terms of employment and more generally in terms of the training of specialised skills for the benefit of the economic and financial system as a whole. All employees are guaranteed fair professional growth paths based on merit through the adoption and implementation of specific policies and processes.

Prometeia stands beside its people with an extensive and well-structured corporate welfare system, with a remote working policy and with a series of activities that seek to create among employees a sense of belonging to the Prometeia community. The "Prom4People" format was introduced in 2024, which promotes all internal initiatives dedicated to Prometeia people. These are experiences that create important opportunities to strengthen the spirit of teamwork.

With conviction and responsibility, Prometeia provides the community and the territory in which it operates with concrete support, proximity and constant collaboration. This is made possible through donations to support associations that assist children in need and their families. In 2024, corporate volunteering days were also organised at the Antoniano charity kitchen, with more than 60 people taking part.

Once again this year I would like to thank all our clients, with whom we have lasting partnerships and bonds of trust. I would also like to thank the people at Prometeia, with whom I share

the awareness that in a multidisciplinary and complex world, teamwork is valuable and must be based on transparency, trust and mutual respect.

Our continuous commitment must be steadfast and persistent. Each of us must pioneer the future and cultivate the entrepreneurial spirit that has always been the hallmark of our success. Our 50-year history shows that looking to the future with ambition, courage and commitment enables us to create and leave value for our stakeholders and for future generations.

Angelo Tantazzi
Chairman

Methodological note

This Sustainability Report illustrates the activities and the results of the Prometeia Group for the year 2024, with reference to the relevant ESG topics with respect to the Community, People and the Environment. The document is approved by the Board of Directors and disclosed to all the stakeholders of the Prometeia Group through its publication on the company website, as well as through its presentation to all the Company's people.

The reporting scope

The scope of the data and information subject to reporting is that of the Group and therefore includes the companies Prometeia S.p.A., Prometeia Advisor Sim S.p.A., and Prometeia Associazione per le Previsioni Econometriche, operating at the following Italian offices:

- Registered office in Piazza Trento e Trieste, 3 Bologna - Italy
- Operational office in Via Brera, 18 Milan - Italy
- Operational office in Viale Regina Margherita, 279 Rome - Italy

The Reporting Standards and the reporting process

This Report maintains the general structure provided by the "Sustainability Reporting Standards" defined by the Global Reporting Initiative (GRI). As a large undertaking, Prometeia S.p.A. is subject to the Corporate Sustainability Reporting Directive (CSRD) in the timeframe and manner provided for by the legislation; the quantitative indicators present in the Report have already been calculated according to the standards provided for by the CSRD.

The qualitative and quantitative information was collected and consolidated through a data collection process updated as of 31 December 2024, with the involvement of the relevant corporate functions.

Key reference legislation

In its operations, Prometeia fully implements the legislation in force from time to time on sustainability, both primary at the domestic level and enacted at EU and international level. In this regard, see:

- the Italian Constitution, Articles 3, 9 and 41. The first enshrines the principle of formal and substantive equality, affirming that all citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinion or personal and social conditions, and underpins all Italian policies and legislation on diversity and inclusion. Articles 9 and 41 introduce the principle of environmental protection into the Charter;
- the 2015 Paris Agreement, the EU Action Plan and the 2019 Green Deal, which reinforced the commitment to sustainability and from which much of the European legislation on sustainability issues derives;
- Directive (EU) 2022/2464 on Corporate Sustainability Reporting (CSRD), implemented in Italy by Legislative Decree no. 125 of September 2024.

This document constitutes a structured summary of the Prometeia Group's approach to sustainability topics.

For further information, please contact Prometeia via the company website www.prometeia.com.

Institutional relations and awards in 2024

THE MAIN INSTITUTIONAL RELATIONSHIPS IN PLACE IN 2024 ARE AS FOLLOWS:

- Prometeia is Partner of the Parliamentary Budget Office panel, which produces macroeconomic forecasts;
- The European Central Bank relies on Prometeia in On-Site Inspections (OSIs) and for Internal Model Investigations (IMIs) at Significant Institutions under the direct supervision of the Single Supervisory Mechanism (SSM);
- Prometeia participates in the NPL Advisory Panel of the European Commission; the group is an advisory entity set up by the Commission sub-departments (DG FISMA) to provide advice and expertise in the area of non-performing loans (NPLs) to the Commission;
- Since 2023, Prometeia has participated in the Consultative Working Group “Investor Trends and Research” of the ESMA Risk Standing Committee;
- Since 2024, Prometeia has been a member of Assonime, the Association of Italian Joint-Stock Companies;
- Since 2019, Prometeia has been an innovation partner of the ABI Lab consortium, a research centre for innovation that promotes collaboration between banks, companies and institutions for the technological development of the banking sector in Italy;
- Prometeia collaborates in the GRINS (Growing, Resilient, INclusive, and Sustainable) project, which started in 2023 and is funded by the Next Generation EU programme and the NRRP, which aims to foster “resilient, inclusive, and sustainable growth”. The three-year project

involves a broad partnership of 350 researchers from 27 organisations, including universities, research centres, public and private institutions, including Prometeia;

→ Prometeia is a subscriber to Cetif, the Research Centre of the Cattolica University of Milan specialising in the Finance sector, which promotes interaction and exchange between banks, insurance companies and companies and supports its Artificial Intelligence & Advanced Analytics hub. It sponsors the Politecnico di Milano Observatories on Cloud Transformation, FinTech&Insurtech and Artificial Intelligence;

→ Prometeia is a member of IIA, Italian Insurtech Association;

→ Prometeia has been a member of the United Nations Global Compact since 2018, the United Nations Principles for Responsible Investment since 2015, the Sustainable Finance Forum since 2016 and the Agency for PeaceBuilding since 2019.

IN 2024 PROMETEIA RECEIVED THE FOLLOWING MAJOR AWARDS:

→ Chartis ClimateRISK50 2024 - Top 20. Prometeia was listed for the first time among the world's top twenty providers of technology and analytical solutions for climate risk according to the Chartis ranking. The report identifies the top 50 technology companies for climate risk globally and discusses the main challenges the industry is facing;

→ RiskTech100 2025 - Top 20 and Category Leader - Customer

Satisfaction. Prometeia climbed further to rank among the top 20 risk technology providers in the world in the 2025 edition of the RiskTech100® rankings by Chartis Research, the most prestigious and comprehensive international study of vendors operating in Risk Management and Regulatory Compliance. It was also recognised as the best company in the “Customer Satisfaction” category, in which it has always been a leader;

→ RiskTech100 2025 Category Leader - Model Risk Quantification. It was recognised for the third consecutive time for the best Model Risk Quantification solutions;

→ Risk Technology Award - Best ALM of the Year. It was also recognised again as best ALM solution according to the Risk Technology Award of Risk.net, among the leading information portals in the world for Risk Management operators;

→ Chartis RiskTech AI 50 rankings - Best use of AI in behavioural modelling. It was included as a category leader for the use of AI in behavioural modelling in the first edition of the Chartis RiskTech AI 50 rankings;

→ Wave Forrester 2024 - Digital Wealth Management Platforms. In the field of Wealth Management, it was included by Forrester, a respected market analyst, as one of the strong performers in the 2024 edition dedicated to Digital Wealth Management Platforms;

→ WealthBriefing European Award 2024 - Risk Management and WealthBriefing Swiss Award 2024 - Risk Management solution. Prometeia was recognised by the magazine WealthBriefing for the best portfolio risk assessment solutions in Europe and in the Swiss market;

- AI FinTech100 and WealthTech100 Tech Pioneer by FinTech Global. IN 2024, Fintech Global placed it in the top 100 most innovative providers globally, providing digital solutions with a lasting impact on the fintech industry through the use of Artificial Intelligence techniques;
- LSEG Data&Analytics - Global M&A Advisory 2024 (Small and Mid Cap). It improved its ranking among the top financial advisors in Italy according to data from LSEG Data & Analytics' Global M&A Advisory for small cap and mid cap sectors.

Prometeia has continued to climb in international rankings for core activities such as Risk Management, and has received its most recent awards in the fields of innovative skills such as ESG solutions and Artificial Intelligence applications. Such recognition demonstrates the market's appreciation for Prometeia's holistic approach, which integrates advanced analytical skills, proprietary economic research and data management expertise, making it even more valuable in a context of rapid environmental, geopolitical and social change.

Identity and Values

Prometeia pursues sustainable growth over time, creating value for all stakeholders by applying the values rooted in its history, identity and daily work.

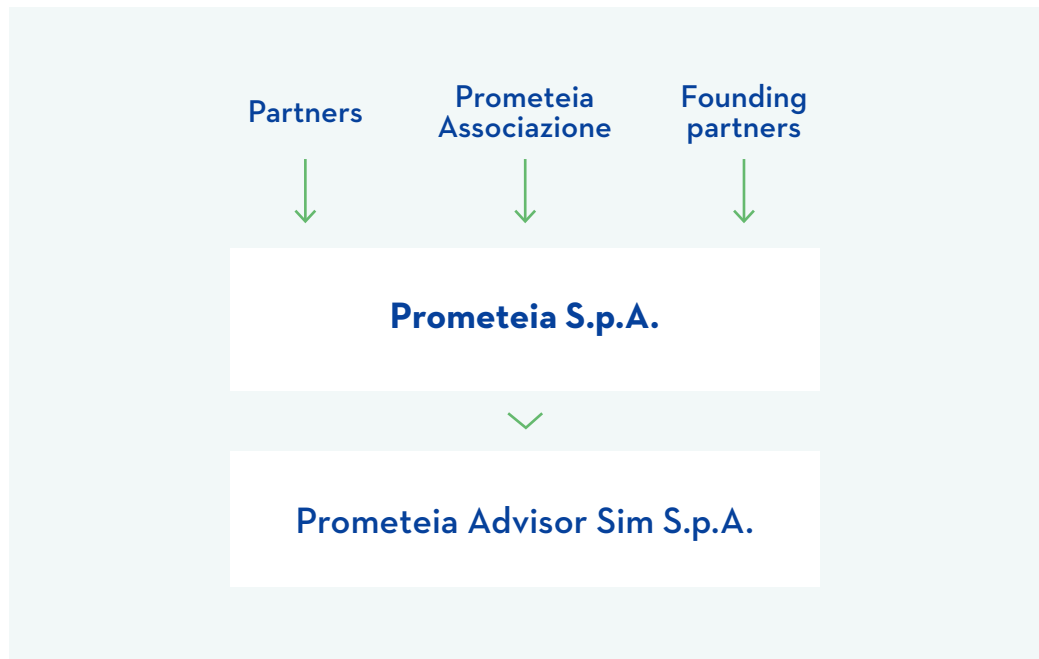
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Profile

The Prometeia Group (Prometeia Associazione, Prometeia S.p.A. and Prometeia Advisor Sim, wholly owned by Prometeia S.p.A.) operates in the worlds of advisory services, software development, and economic research and forecasting. It specialises in cutting-edge solutions for data, technologies and training to support banks, insurance companies, financial intermediaries, companies, public and private entities and in providing services dedicated to institutional investors.

The linchpin of the Prometeia business model is the combined action of its system of values, made up of excellence in terms of skills, entrepreneurship, client focus in the long term, team spirit and economic sustainability of financial statements.

The ownership structure of Prometeia S.p.A., which has been the hallmark of the Group since its foundation, is a guarantee of a great degree of autonomy and independent thinking and actions.



History

Prometeia was founded in Bologna in 1974 as an independent institute for economic research. However, its story began a few years earlier, between 1969 and 1973, when future Nobel laureate in economics Lawrence Klein involved Professor Beniamino Andreatta, for Italy, in the Link project - a set of quarterly macroeconomic models for forecasts on the global economy.

These are the years of the first oil crisis, which exploded in 1974. It is in this period of macroeconomic uncertainty, never before experienced on such a vast scale, that the need arises for companies, including Italian ones, to adopt precise and consistent economic forecasts. This led, towards the end of 1974, to the birth of Prometeia Associazione per le Previsioni Econometriche, which officially began its activity in 1975.

The attention drawn internationally through the Link Project allows Prometeia Associazione to participate in the analysis and forecasting activities of other international research groups, and to receive funding from the European Commission to build a structural model for the Italian economy, to be included in a project for the assessment of the effects of the creation of the Single Market on the economies of future member states.

A few years later, in 1981, a new business was born and developed, namely Prometeia Calcolo Srl, initially owned by Prometeia Associazione, with the aim of providing forecasts on and for the different industrial sectors, and developing in-depth analyses into markets and financial intermediaries.

On the strength of its expertise in processing large amounts of information and state-of-the-art IT tools, Prometeia Calcolo becomes the first centre in Italy capable of merging data and advanced technologies at the service of the financial industry and industrial firms, to which it provides forecasts and analyses of the main economic, monetary and banking parameters. A forerunner of contemporary fintechs.

While, on the one hand, Prometeia Associazione's analysis is enriched with new tools (such as dynamic equilibrium and overlapping generations models, processing of microeconomic data relating to household and business behaviours), on the other hand, the business of Prometeia Calcolo, which later became Prometeia S.p.A., is increasingly geared towards a business model that is unique on the market, integrating economic research, analysis, advisory services and production of software systems.

The legacy of this process led in 2006 to the birth of Prometeia Advisor Sim which, through specific business lines, assists the Italian institutional market throughout the asset management process, in accordance with legal requirements. Wholly owned by Prometeia SpA, Prometeia Advisor Sim is a leader in Italy in independent financial advisory services dedicated to institutional investors (banking foundations, social security agencies, pension funds and health funds). It also provides advisory and outsourced reporting services to family offices and entrepreneurial families.

From 2010 onwards Prometeia began its expansion on international markets, quickly becoming a recognised player for Risk Management and Wealth Management solutions and platform development.

Increasingly open to international markets, in recent years Prometeia has integrated into its offer the contributions developed by the Data Science practice, which supports clients in their data-driven transformation path, and by the Strategic Advisory & Corporate Finance business line, which deals with strategic advisory services and extraordinary finance, especially for LSI banks, and by the Credit Intelligence Optimisation & Strategy business line, which provides the tools for optimal credit management. In terms of sustainability, ESG & Climate Risk solutions have become more material, supporting the financial industry at both regulatory and forecasting levels.

Lastly, in response to the emergence of new as-a-service consumption models on the part of Clients and the rapid evolution of the technological paradigm resulting from the advent of Generative AI, in 2024 Prometeia introduced the Cloud & Platforms practice, with the task of coordinating the investments and developments of Cloud

solutions, and set up the permanent working group dedicated to GenAI, which oversees the implementation of numerous Generative AI projects in all the group's business areas.



Mission and values

Prometeia's goal lies in its very name. In Greek mythology, Prometheus (in Italian, "Prometeo") was a foreseer who brought fire to men. In the same way, Prometeia brings its solutions to clients, endeavouring to anticipate their needs. In daily work activities, "foreseeing" also means understanding the possible avenues, whether they be easy or difficult to follow, to guide Clients through the process, thanks to proprietary solutions.

PROMETEIA'S CORE VALUES ARE:

- *People and reputation, the most important asset;*
- *Professionalism and excellence in skills, to be pursued with rigour and commitment;*
- *Pride in the professional quality of one's work and ambition to provide highly reliable technological solutions;*
- *Medium to long-term profitability, sustainable growth;*
- *Entrepreneurial spirit and attitude that go beyond organisational roles;*
- *Client focus in the long term;*
- *Discipline and teamwork.*

Materiality Analysis

Materiality Analysis is the process which, through the direct involvement of stakeholders, makes it possible to identify and evaluate the issues that are priorities for all the stakeholders of a company, focusing on environmental, social and governance aspects for the definition of the ESG strategy. In autumn 2023, Prometeia carried out its Materiality Analysis, with the aim of adopting an adequate ESG Corporate framework, that is, one that is materially relevant and proportional, in line with regulatory obligations and market best practices. The Materiality Analysis was conducted in line with GRI - Global Reporting Initiative - Standards, incorporating some preliminary requests from the regulatory framework relating to the CSRD - Corporate Social Responsibility Directive - to which Prometeia is subject as a large company.

The main phases of the process were as follows:

1. Identification of potentially material sustainability issues for Prometeia and its stakeholders, through an extensive documentary analysis based on internal and external sources. Particular attention was given to international sustainability reporting standards. Thus, 20 issues were identified as being potentially relevant, of which 5 were environmental, 9 social and 6 governance issues.
2. mapping of stakeholders, defined as those who can influence or be influenced by the company, directly or indirectly, along the entire value chain. Employees, Clients, Suppliers, Institutions, ESG Networks and Local Communities were identified as stakeholders. The dialogue with the stakeholders that began in 2023 concerned the categories of stakeholders considered to be the closest at this stage, namely Employees, Clients and Suppliers;
3. Prioritisation of the 20 issues identified, through a survey submitted to the top management, as bearers of the Group's vision, and to the main categories of stakeholders. The Materiality

Matrix that follows shows the relevance for the business and for the stakeholders of the 20 issues from the point of view of impact materiality. The Matrix first of all highlights, as shown by the concentration of issues in the upper-right quadrant, a significant alignment between the point of view of the Prometeia Group and that of its stakeholders. This is the result of a corporate culture that has remained consistent over time, and as such has been shared and communicated to the stakeholders.

The reading of the Sustainability Matrix also makes it possible to identify the most strategically relevant issues to which Prometeia is committed, ensuring increasing monitoring thereof.

More specifically, Prometeia:

- has a solid governance, pursuing ethical business management through its corporate values;
- recognises the key value of the people working within the organisation, is committed to protecting them by promoting the expression of talent and growth, enhancing diversity and promoting inclusion;
- takes a proactive approach to technological innovation and digital transformation, supporting clients in their digital transformation while at the same time ensuring the monitoring of risks arising from data management and possible technological disruption;
- disseminates financial and sustainability culture, including through an increasing incorporation of ESG & Climate Change issues in research activities and client services;
- undertakes to progressively reduce its ecological footprint and in particular to achieve Net-Zero at Group level by 2050, and in any case in line with current European regulations.



Prometeia contributes to the achievement of the 17 Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda; the table below shows the link between the identified sustainability issues and the 17 SDGs.

Scope	Material issue	Description	SDGs
E	Climate Change	Attention to the environmental impact and reduction of emissions deriving from its activities.	13
E	Energy management	Pursuing energy efficiency and reducing energy consumption.	7
E	Climate risks	Assessment and incorporation of risks related to climate change, whether they be physical or transitional risks, in the business activity and in the definition of its own strategy.	13
E	Responsible waste and consumption	Responsible waste management, including through recycling and reuse. Promoting responsible consumption and production.	12
E	Biodiversity	Protection of biodiversity and terrestrial and marine ecosystems.	15
S	Health and safety	Promoting workplace health and safety.	8
S	Human rights	Respect for human rights.	4, 8, 10
S	Employee engagement	Workforce engagement.	4, 17
S	Work-life balance	Attention to the work-life balance of its workforce.	3
S	Gender Equality	Promoting gender equality, including through effective leadership participation at all business decision-making levels.	5
S	Qualified and diverse workforce	Promoting a diverse, global, highly qualified workforce both during the recruitment phase and through ongoing training courses.	4, 8
S	Data management security	Implementation of the best security and privacy monitoring in data management.	8, 16
S	Sustainable financial culture	Promoting sustainability culture and skills in the reference economic and financial community, including through dissemination and training activities.	17
S	Local communities	Promoting the development of local communities, through job creation and through philanthropic activities.	4, 8
G	Corporate Governance	Clear corporate governance and decision-making structures that promote efficiency and accountability.	16
G	Ethical Business Conduct	Ethical business management, professional integrity, regulatory compliance, fight against corruption.	16
G	Value Chain Sustainability	Sustainable value chain management: supply chain resilience and transparency in product marketing processes.	8, 12, 13
G	ESG Business Development	Proactive incorporation of sustainability issues in the research and development activity and in the life cycle of the services provided.	8
G	Technological risks	Prevention and management of systemic risks arising from possible technological disruptions.	8
G	Institutional Collaborations	Cooperation with institutions and associations, participation in collaborative initiatives for the promotion of both national and international sustainable finance and economy.	16, 17

Global presence

Since 2010 Prometeia has embarked on an international expansion process, which has led it to become one of the leading operators in the Continental European and Turkish markets. In 2024, the new Cairo office was opened to support financial institutions in Egypt and North Africa.



Business model

Prometeia operates on the Italian and international market by adopting a business model that champions its skills and the needs of clients, capable of providing a set of comprehensive solutions: from specialist advisory services, to data analysis and software solutions.

Specifically, Prometeia operates through three main areas: Advisory, Software Solutions and Data Services & Analytics, organised into further areas of specialisation and implementation.

ADVISORY

Risk, Planning & Control

Wealth Management & Financial Distribution

Research

Data & Advanced Analytics

Climate & Sustainability

Strategic Advisory & Corporate Finance

*Financial Advisory for Institutional Investors
(Prometeia Advisor Sim)*

SOFTWARE SOLUTIONS

RiskTech

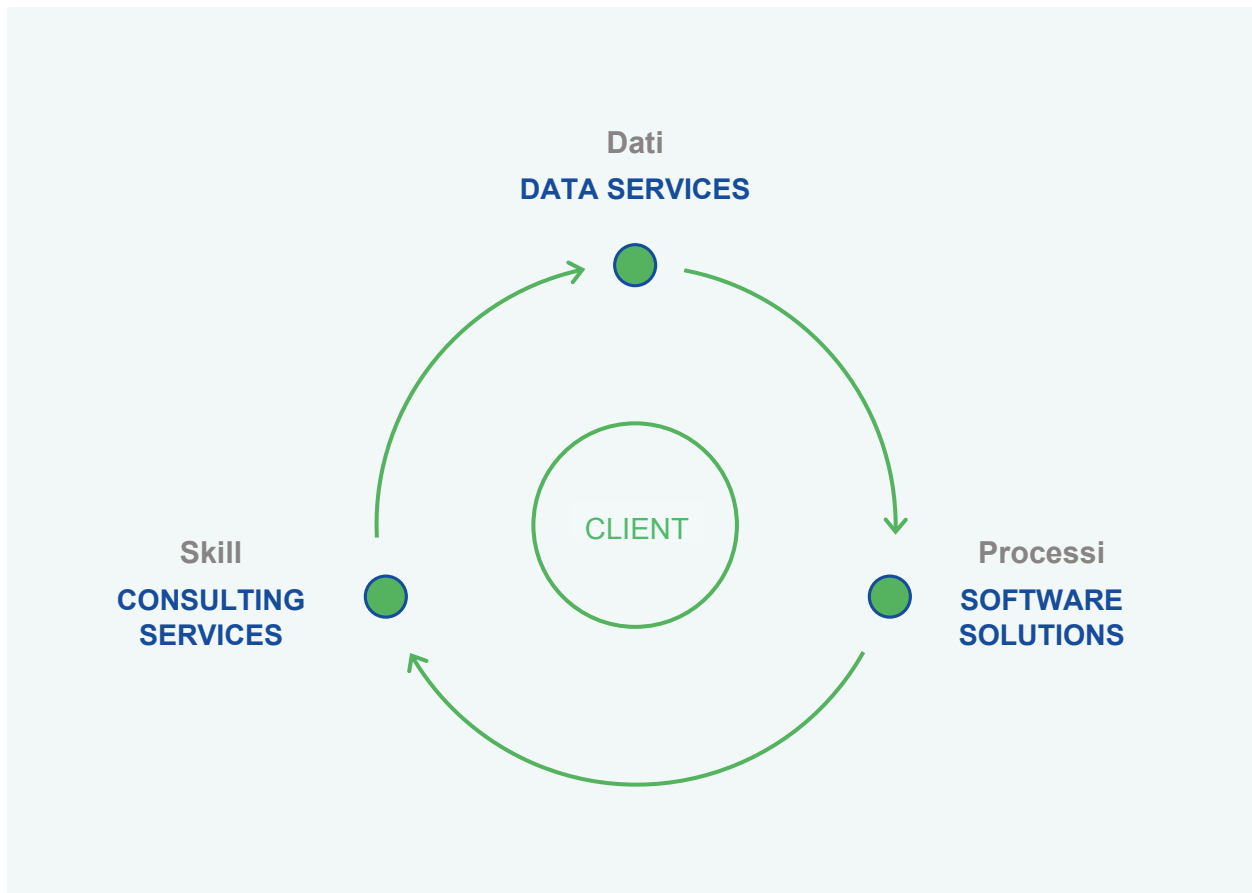
WealthTech

DATA SERVICES & ANALYTICS

Modeling, Advanced Analytics & Data Science

Research, Business Intelligence & Reporting

Digital Business Intelligence Solutions



Governance model

The main governance bodies of Prometeia S.p.A. are set out below:

- **the Shareholders' Meeting:** composed of the shareholders of Prometeia S.p.A., it is the expression of the company's will, resolving with the methods and on the matters provided for by the law and the Articles of Association, in both ordinary and extraordinary session;
- **the Board of Directors:** the body at the top of the Company's governance. It is vested with full powers for the ordinary and extraordinary management of the Company, save those expressly assigned to the Shareholders' Meeting pursuant to the law;

- **the Board of Statutory Auditors:** tasked with supervising compliance with the law, the Articles of Association and the Company's principles of correct management;
- **the Supervisory Body:** tasked with supervising the functioning and observance of the Organisation, Management and Control Model pursuant to Legislative Decree no. 231 of 2001, checking it periodically, and updating it as necessary;
- **the Data Protection Officer as per GDPR (DPO):** tasked with monitoring the compliance of the organisation with regard to data protection obligations and liaising with the competent supervisory authority;
- **the Chief Information Security Officer (CISO):** tasked with implementing programmes for the protection of technological assets, and for the definition of processes related to the risks arising from the adoption of digital technologies.

The office of Managing Director is held by a Director endowed with special power of attorney and specific operational powers by virtue of resolutions passed by the Board of Directors.

At the end of 2024, the Board of Directors consisted of 11 members, one of whom with executive functions. 36% were independent directors, 18% were women, and 36% were under 60 years of age.

The Board of Directors comprises high-profile and proven professional figures with extensive experience in economic research, finance, corporate law and financial markets, digitisation and artificial intelligence. A Board Committee dedicated to "Innovation and Digital Technologies" has been set up within the Board.

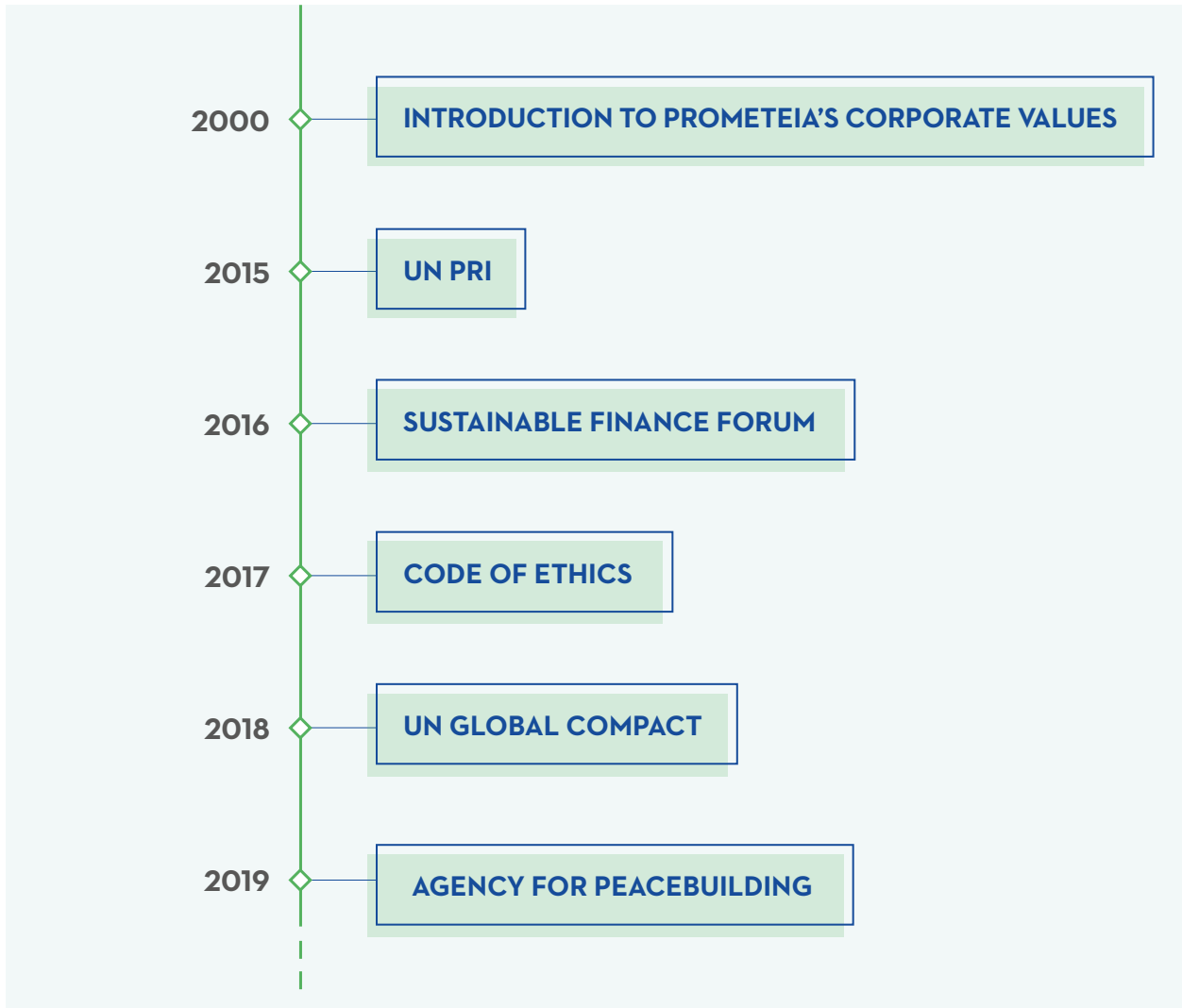
COMPOSITION OF THE BOARD	2023	2024
Total members (n)	11	11
of which with executive functions (n)	1	1
Male (%)	91%	82%
Female (%)	9%	18%
< 40 years (%)	0%	0%
40-59 years (%)	28%	36%
> 59 years (%)	72%	64%
Italian (%)	100%	100%
Non-Italian (%)	0%	0%
Independent (%)	36%	36%

In 2023, an ESG Unit responsible for sustainability reporting was created within the Corporate Function.

An ESG Committee was set up at Group level, with the task of sharing and coordinating activities in the area of Climate Risk & ESG, including both research activities and the development of commercial offerings.

The independent auditors are BDO.

Code of Ethics, Model 231 and UN Principles



Prometeia operates in a highly competitive and constantly evolving regulatory and technological context, and it is therefore essential that its business be based on principles of clarity and transparency, faithful observance of the law, respect for the interests of Clients, suppliers, employees, institutions and of the community as a whole.

In 2017 Prometeia therefore adopted a Code of Ethics, approved by the Board of Directors at its meeting of 29 May 2017, which was subsequently supplemented.

The Code of Ethics is in keeping with the Group's mission and values, and outlines the rules of conduct on the basis of the latter. Compliance with these principles by all those working at Prometeia or on its behalf is crucial for the proper conduct of business, as well as for Prometeia's guarantee of reliability. The Code of Ethics expresses and encapsulates Prometeia's rights, duties and responsibilities towards all parties with which the company enters into a relationship for the achievement of its corporate purpose (clients, suppliers, employees and/or collaborators, shareholders and partners, supervisory bodies, institutions). The Code represents a provision whose rules of conduct must always be taken into account in day-to-day work, and requires absolute compliance with the laws and regulations in force, including internal company rules.

The Code of Ethics forms an integral part of the "Organisation, Management and Control Model" adopted by Prometeia in 2010 pursuant to Legislative Decree no. 231/2001, implemented on 21 July 2011 and subsequently updated.

Prometeia has adopted a Data Protection Model.

Prometeia has adhered to the ten principles of the United Nations Global Compact since 2018, the six Principles of the United Nations Principles for Responsible Investment since 2015, the Sustainable Finance Forum since 2016 and the Agency for PeaceBuilding since 2019.

The ten UN Global Compact principles

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

The seventeen UN Global Compact goals



Quality Policy and Certifications

The policies adopted by the Group are as follows:

- Whistleblowing Policy
- Privacy Policy (GDPR)
- Anti-Corruption and Compliance in Business Relationships Policy
- Physical and Environmental Security Policy
- Purchasing and Sustainable Procurement Policy and related Supplier Code of Conduct
- Remuneration Policy
- People Strategy Policy
- Policy for the use of IT tools
- Third Party Management Policy
- Policy for the correct use of Generative AI tools

In particular, in 2023 new whistleblowing procedures were introduced in compliance with Legislative Decree No. 24/2023, which transposes EU Directive 2019/1937 to strengthen the safeguards in the event of reports of offences, extending the subjective application scope and the procedures to preserve the whistleblowers from possible retaliation.

In 2024, the Anti-Corruption and Compliance in Business Relationships Policy was introduced, which emphasises Prometeia's zero-tolerance approach to all forms and acts of corruption.

In 2024, the Purchasing and Sustainable Procurement Policy was approved, supplemented by the Supplier Code of Conduct. This policy defines principles, governance and processes that characterise relationships with suppliers, integrating sustainability aspects as well as security issues concerning third-party supplies.

In 2024, the company's People Strategy policies were revised and updated, which, among other things, provide new guidelines for the recruitment process.

In 2024, Prometeia adopted a specific policy to provide clear and consistent guidelines for the use of Generative AI tools within the company, ensuring compliance with the General Data Protection Regulation (GDPR) and guaranteeing the security and integrity of information.

Prometeia holds the following certifications:

- ISO9001, Quality Management Systems Certification
- ISO27001, Information Security Management System Certification (ISMS)
- ISO27017, extension of ISO27001 regarding the provision of cloud services, with special reference to Software as a Service
- ISO27701, extension of ISO certifications to issues of privacy requirements and risk management
- ISO27018, an extension of ISO27001 specifically related to public cloud SAAS service providers acting as data controllers (GDPR)
- ISO22301, which sets out the requirements for an efficient Business Continuity Management System
- AICPA SOC 2 Framework, a certification developed by the American Institute of Certified Public Accountants (AICPA) aimed at continuously assessing and monitoring aspects of Prometeia's

products related to security, availability, process integrity, confidentiality and data privacy

→ LEED® Gold (Leadership in Energy & Environmental Design) from the Green Building Council for the Bologna office

The ISO 9001 Certification of 2018 covers the following processes: planning and creation of reports relating to economic and market micro and macro analyses; design, development, installation, integration and consultancy for software applications with Risk Management content; planning and delivery of training activities on the market.

In 2021, and again in 2024, Prometeia obtained the ISO 27001:2015 Certification, which lays down the requirements for the Information Security Management System (ISMS). The ISO/IEC 27001 standard is an internationally recognised standard that encompasses security management systems. The purpose of the certification is to identify risks in terms of confidentiality, integrity and availability of information and put in place security measures commensurate with the activity carried out.

Prometeia's Information Security Management System therefore benefits from ISO27017 certification, an international standard that provides information security guidelines specific to Cloud services; ISO27018, an international standard that focuses on the protection of personal data in Cloud services; ISO27701, an international standard that provides specific guidelines for information management on privacy compliance helping organisations to protect personal data and comply with privacy laws.

Given the growing relevance of Cloud-delivered services and products, in 2024 Prometeia also obtained the certification of Report SOC 2 type 2 (Service Organisation Control 2), an audit standard developed by the American Institute of Certified Public Accountants (AICPA) to assess the data management controls that a service organisation puts in place with regard to security, availability, system integrity, confidentiality and privacy.

In addition, the chatbot PromEase was developed and made available to all Prometeia people as of January 2025, with the aim of improving access to the most sought-after information on company policies and procedures. The project was developed internally, led by the IT team with the technical support of the GenAI team and the participation of all corporate functions. Available in Italian and English, PromEase is trained to answer frequently asked questions at any time of the day as well as being able to direct users to the most appropriate corporate function.



Sustainability strategy in Prometeia's offering

We partner with the economic and financial system in the integration of ESG topics and the management of climate and environmental risks.

Through its daily work, Prometeia provides the economic and financial system with a broad spectrum of solutions to tackle sustainable development challenges and to integrate ESG topics and climate and environmental risk management.

ESG DATA

Prometeia provides comprehensive analyses to assess the sustainability of financial portfolios and estimate the impacts of climate risks. Our solutions help asset managers to provide informed and compliant advice and to analyse the materiality of climate risks in managed portfolios.

CLIMATE & ENVIRONMENTAL RISK MANAGEMENT

Prometeia has developed expertise and solutions that enable banks and non-banking intermediaries to align their portfolios and cope with climate stress tests, from data collection to the final report, as required by the ECB, for both physical and transition risk.

ESG & SUSTAINABILITY FOR WEALTH & ASSET MANAGERS

Prometeia helps its clients achieve sustainable investment goals by offering expertise for customised portfolios, thematic investments and tailor-made strategies for competitive differentiation. It analyses transition and physical risks for financial and real estate assets.

ESG RESEARCH & REPORTING

We create long-term scenarios to assess the impact of climate change on economies and on financial and real estate assets. We analyse ESG disclosure and monitor European legislation to ensure compliance. We use advanced models to assess risks in financial markets and NLP techniques to measure companies' exposure to climate and sustainability risks. We have developed models for the monetary

valuation of the economic and social impact generated in society as a result of investments, projects or activities of profit or non-profit enterprises.

SUSTAINABILITY FOR INSTITUTIONAL INVESTORS

Through Prometeia Advisor SIM, we provide institutional investors with solutions to address the challenges of sustainable development and integrate ESG factors into the investment process, through proprietary models that allow for constant portfolio monitoring and reporting. Prometeia Advisor Sim includes sustainability targets into its consultancy services, offering Clients a holistic perspective that encourages the inclusion of ESG criteria at all stages of the investment process, from the definition of policies to the choice of strategies and tools used to achieve financial and sustainability goals.

Relations with Clients, Suppliers and the Community

We support the communities in which we operate

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and sustainable procurement
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to the public debate
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Value chain profile

Prometeia recognises the growing materiality of sustainability topics in its actions and is committed to integrating sustainability into its business decisions and operational processes, along the entire value chain, including procurement processes and relations with its clients.

The Quality Policy is at the heart of the commitment undertaken by Prometeia vis-à-vis its clients and suppliers, honoured by the implementation of a Quality Management System in accordance with the UNI EN ISO 9001 standard, a certification attained by Prometeia in 2018. This translates into a better quality of daily work, as well as into compliance with all standards: from sales management to procurement, all business processes are documented and codified so as to have a universally recognised quality system.

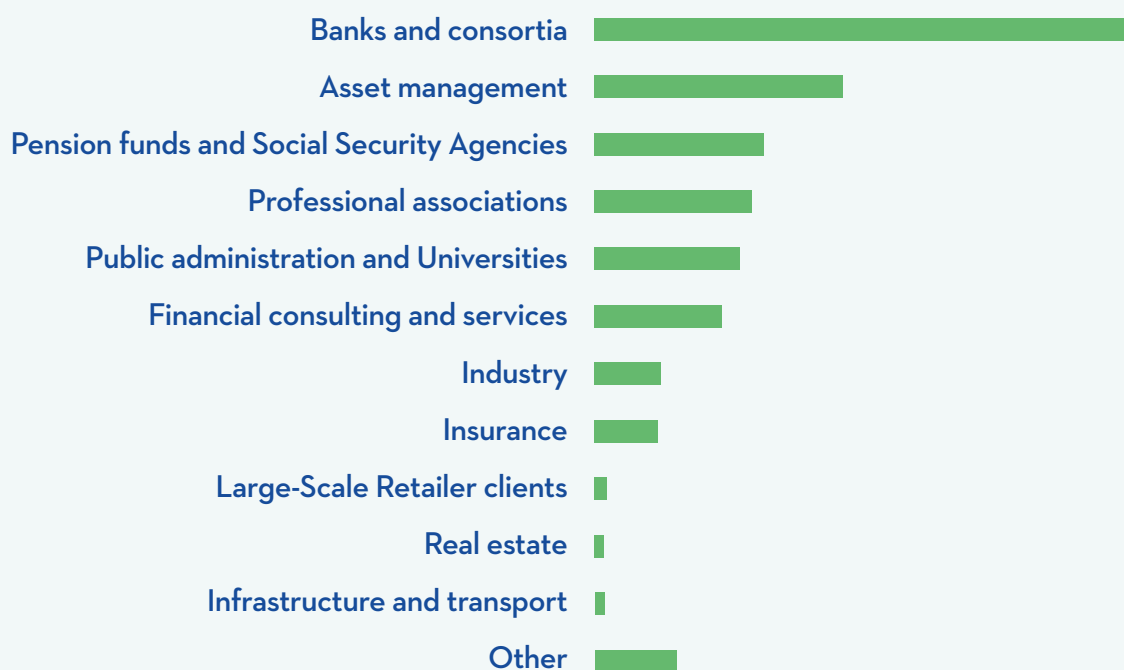
Prometeia conducts its business in compliance with the ethical principles and integrity outlined in the adopted Code of Ethics, in order to maintain lasting, honest and transparent relations with its Stakeholders, including Suppliers and Clients. In particular, Prometeia respects the rules of fair and correct competition in compliance with the reference legislation, refraining from any form of corruption and bribery and/or extortion and from promising, offering or accepting undue and/or improper advantages and/or benefits of any kind whatsoever in pursuit of corrupt ends. A specific Anti-Corruption and Compliance in Business Relationships Policy was approved in 2024, which adopts a “zero tolerance” approach to all forms and acts of corruption.

The definition of how to integrate ESG aspects into supply chain management also progressively takes into account the relevance attributed to it by the Corporate Social Responsibility Directive (CSRD), enacted in Italy in 2024, and the framework for its application.

CLIENTS

The focus on the Client in the long term and the pursuit of excellence in skills with rigour and commitment has allowed Prometeia to support, in 2024, the development of over 1,000 Companies.

~ 1000 CLIENTS



More than 60% of the Group's main clients are financial institutions, such as banks, insurance companies, asset managers and asset owners. Consolidated relationships are also in place with national and international institutions, with trade associations as well as with some important industrial entities.

Prometeia, as part of the supply chain of important national and international companies involved in sustainability topics, ensures transparency of its ESG activities through the compilation of an increasing number of questionnaires and by providing this information when participating in offers and calls for tenders.

Since 2018, Prometeia has been using the EcoVadis platform to

share its sustainability data and receive a dedicated score. In 2024, Prometeia received the “Commitment Badge” from EcoVadis, signalling constant commitment to and improvement in sustainability topics. In addition, it received a score of 75/100 in the 360° Watch Indicator, a recently introduced indicator based on data collected from thousands of public sources, which allows EcoVadis to give a broader view of the company’s sustainable management.

SUPPLIERS

The quality and sustainability of the services and solutions provided by Prometeia are not only dictated by the impact deriving from direct use by our people, but also by the conscious choice of the supplies of technologies and services used by the Company.

For this reason, Prometeia has a very wide and high-profile network of suppliers: transparent relationships have been built with them over time, generating value not only in the short term, but also in the long term. Indeed, we have more than 800 suppliers involved in the provision of our services and in the purchase of technology platforms.

Concurrently, the constant innovation process of the services that are offered to the market and to Clients, as well as the need to adopt the latest data analysis and management technologies, require the search for new suppliers and partners capable of ensuring highly qualified supplies. Prometeia, being a technology-driven company, concentrates the bulk of its procurement on service activities, both in support of the company’s operations and business development. Among the most relevant are IT services, such as cloud services that have become a central hub for business, professional services, utilities, facility management and transport.

Prometeia largely works with Italian, EU or well-established multinational suppliers, which guarantee the application of the highest standards of quality and reliability.

Supply chain sustainability and sustainable procurement

Prometeia believes in the importance of developing synergies and increasingly close and profitable collaborations with those who not only guarantee reliability in terms of performance, but who also share the Company's values and expectations in terms of ethical, environmental and social standards.

For this reason, the procurement process and the responsible use of natural resources, technologies and external services represent a key element in pursuing the Group's strategy.

During 2024, Prometeia integrated sustainability topics into its Purchasing Policy, now called the Purchasing and Sustainable Procurement Policy, and adopted a Supplier Code of Conduct.

All suppliers undergo a stringent qualification process: at the time of application, suppliers undertake to comply with Prometeia's fundamental principles and values, as well as to ensure the quality of the services and technologies provided, and to comply with the delivery methods and meet lead times.

When entering into a contract, suppliers are required to sign the Code of Ethics, which outlines the principles and guidelines behind the Group's activities, guiding the behaviour and actions of all those it liaises with, as well as compliance with the Supplier Code of Conduct. With these commitments, suppliers undertake to comply with the principles and to ensure that any suppliers they may have also comply with them.

Prometeia strengthens its commitment to the effective prevention, management and, where possible, reduction of both direct and indirect environmental impacts, also defining guidelines for the procurement of goods and services in line with the Criteria developed by the European Commission in the context of Green Public

Procurement (GPP) and progressively adopted in Italy. Prometeia is therefore committed to progressively orienting purchases, where possible and on equal terms, towards supplies of goods and services whose environmental footprint is less impactful at all stages of the life cycle.

Prometeia is committed to continuously monitoring the ESG positioning of its supply chain and to increase the dissemination of sustainability culture among its supply chain also through direct dialogue and awareness-raising actions.

During 2024, an ESG assessment of Prometeia's supply chain was carried out. In order to identify the suppliers to be considered, the following general principles indicated by the best practices at European level and by EFRAG were taken into account: (i) Relevant Dependency, identifying entities that by size or role can potentially generate risks and opportunities for Prometeia; (ii) Reasonable Effort, so that the collection of information results in a reasonable effort on the part of Prometeia; and (iii) the SMEs Cap, whereby the collection of information must take into account the size of the entity, which is unable to produce certain information if it is small.

For the three environmental, social and governance pillars, the information comes from answers to a proprietary questionnaire Prometeia submitted to its suppliers in 2024, supplemented with data from public sources. Prometeia works with a value chain characterised by a high level of incorporation, control and transparency of ESG aspects. Among its suppliers, 72% are classified as Leaders or Advanced. This result is thanks to the presence of large organisations that have already incorporated ESG aspects into their strategies.

To complete the picture, during 2024, an analysis was conducted for the Group's main suppliers, leveraging proprietary Climate Analytics, to also assess the risk profile related to climate drivers in the long term. The assessment was based on transition scenarios produced by the NGFS (Network for Greening the Financial System) and climate projections derived from IPCC (Intergovernmental Panel on Climate Change) pathways. The assessment analysed both transitional and physical climate risks. The latter included both acute (extreme events)

and chronic (long-term changes). The vulnerability of suppliers was assessed on the individual production sites appropriately geolocalised. The Climate Analytics developed by Prometeia then enabled, at the individual counterparty level, the integration and assessment of interdependencies between different climate risk drivers. The analysis was conducted on Prometeia's main suppliers, located mainly in Italy and operating mainly in the service and retail sectors. It was concluded that the supplier base does not present any major critical issues for Prometeia and that Prometeia is therefore resilient with respect to climate-related risks from its supply chain.

Reference community

With conviction and responsibility, Prometeia provides the community and the territory in which it operates with concrete support, proximity and constant collaboration.

Prometeia's charitable donations, considered long-term investments focused on cultural, social and scientific themes, are geared towards creating lasting value for the community. In particular, this activity includes donations to charities that assist children in need and their families, and sponsorships for projects with a positive impact on the country.

These are the charitable organisations supported by Prometeia in 2024:



AGEOP RICERCA

Ageop Ricerca is the Associazione Genitori Ematologia Oncologia Pediatrica (Paediatric Haematology Oncology Parents Association), which has been based in the Paediatric Oncohematology Department of the S. Orsola Polyclinic in Bologna since 1982. It was founded in 1982 with the aim of welcoming and assisting children with cancer and their families.

Year and place of foundation:
1982, Bologna

Objective:
Welcoming and assisting children with cancer and their families

In 2024, Prometeia renewed its support for Ageop Ricerca by contributing to the eleventh #LOTTOANCHIO campaign, which aims to provide home-based therapies in Ageop homes to non-resident children, so that care can reach children wherever they are.



AGENCY FOR PEACEBUILDING

The Agency for Peacebuilding is a non-profit organisation whose mission is to promote conditions that can enable the resolution of conflict, reduce violence and contribute to lasting peace across Europe, its neighbouring countries and the world. The Agency for Peacebuilding, the first agency in Italy specialised in peacebuilding, works to ensure that conflicts can be managed in a non-violent way, valuing diversity and reciprocity, and cooperating with other players involved in promoting peace.

Year and place of foundation:
2015, Italy

Objective:
Resolving conflicts and reducing violence to build lasting peace in the world



AIRC

AIRC (Foundation for Cancer Research in Italy) is a non-profit organisation dedicated to funding scientific cancer research in Italy. Founded in 1965, its mission is to support research to find new therapies and improve cancer prevention and treatment. Prometeia's contribution is mainly dedicated to supporting research into childhood cancers, which affect around 1400 children and 700 adolescents in Italy every year, putting their futures at risk.

Year and place of foundation:
1965, Milan

Objective:
Supporting research for the treatment of cancer



*Year and place
of foundation:*
1963, Bologna

Objective:
**Helping through
music, art,
culture, theatre
and, above all,
solidarity**

ANTONIANO

Antoniano is a onlus parziaria of an ecclesiastic body (a special non-profit organisation), known for its activities in the area targeted at the most needy. For over 70 years Antoniano has also been actively engaged in art, culture and theatre, as well as music with the Piccolo coro dei bambini (Little Children's Choir). Renewing its close cooperation with Antoniano represents an important commitment for Prometeia, which aims to guarantee tangible support to those living through hardship.

In 2024, this collaboration supported in particular the Charity kitchen and the Advice Centre, which open their doors every day to welcome all those who ask for help, whose numbers are unfortunately constantly increasing.

For the first time this year, the Prometeia Group - as part of "Prom4People", a format of internal initiatives dedicated to employees - also promoted corporate volunteering days at the Antoniano. The participation and enthusiasm of the Prometeia people who chose to put themselves at the service of others by serving meals at the Antoniano charity kitchen was truly impressive.



*Year and place
of foundation:*
2007, Bologna

Objective:
**Helping children
affected by
diseases of the
central nervous
system and/or
solid tumours**

BIMBO TU

Since 2007, the Bimbo Tu non-profit association in Bologna has been working alongside children suffering from diseases of the central nervous system and solid tumours and their families, offering free hospitality and services inside and outside hospitals, and providing practical and moral support to the entire family before, during and after the treatment process. The Association's volunteers and specialists operate in the Bellaria, Maggiore and Sant'Orsola hospitals in Bologna, in the Paediatrics, Paediatric Neurosurgery and Child Neuropsychiatry wards. In 2024, the Group's contribution ensured the stability and continuation of important projects such as those dedicated to young patients with nutrition and eating disorders, and to children hospitalised for neurological and neuropsychiatric disorders in Bologna's paediatric centres.



Croce Rossa Italiana

*Year and place
of foundation:
1864, Milan*

*Objective:
Health and
social care
both in times
of peace and in
times of conflict*

ITALIAN RED CROSS

The Italian Red Cross Association, founded in 1864 and part of the International Red Cross Movement, is a voluntary organisation that aims to provide health and social care both in times of peace and in times of conflict.

In 2024, Prometeia confirmed its support for the Italian Red Cross in order to provide real help to the people affected by the ongoing conflicts in Europe and the Middle East.



*Year and place
of foundation:
1995, Bologna*

*Objective:
Supporting
preterm babies*

CUCCIOLO

Founded in Bologna in 2007, the Cucciolo Association is reference point for families going through the traumatic experience of a preterm birth, providing them with assistance during their baby's long stay in the Neonatology and Neonatal Intensive Care Units of the Sant'Orsola IRCCS Polyclinic.

Prometeia's support in 2024 contributed to the Umanizzazione Pittorica® project of the new Neonatal Unit at the Sant'Orsola IRCCS Polyclinic. After the work done in 2021 at the Neonatology, Neonatal Intensive Care and Day Hospital wards of the Polyclinic, the Association - which has always believed in the validity of "colour that cures" - wanted to bring the project to the new hospital premises as well. Hence, the walls of the wards were decorated with illustrations and colours to create a welcoming atmosphere and calmer impression for young patients, their loved ones and the medical and nursing staff caring for them.



FAMIGLIE
GNAO1

GNAO1

GNAO1 is a serious rare genetic disease with early paediatric onset, whose symptoms, ranging from epilepsy to movement disorders, can appear as early as the first days of life. Very little is known about this disease since its genetic cause was only discovered in 2013. About

Year and place
of foundation:
2019, Italy

Objective: **Supporting families affected by the GNAO1 genetic neurodevelopment disorder**

200 people worldwide are affected and to date, there is no known treatment or cure for GNAO1. Starting in 2021, an ever-increasing number of research groups and clinicians have focused their attention on GNAO1 to try to shed light both on its underlying neurological mechanisms, and on its manifestation and evolution. With its contribution, Prometeia supports the GNAO1 Families Association so that it can continue to fund excellent scientific research and to inform and raise awareness about this rare genetic disorder.



Year and place
of foundation:
1998, Ankara

Objective:
Helping children with leukaemia and their families

LÖSEV

Founded in Ankara in 1998, Associazione Lösev pursues the aim of helping children with leukemia and their families.

Since 2020, when Prometeia began supporting Lösev, the Association has been able to increase its support for children with leukaemia and their families throughout Turkey. The non-profit organisation aims to ensure that all children receive effective treatment, as well as social, economic, psychological and school support free of charge. Therefore, in addition to supporting families (87% of the households helped by Lösev are on low income and 11% are on zero income), the Association also provides scholarships to the children being treated. In 2024, thanks to the annual donation and volunteer work during the Istanbul Marathon, Prometeia was able to support 6 students with monthly scholarships.



Year and place
of foundation:
2008, Bologna

Objective:
Helping children diagnosed with autism and their families

PANE E CIOCCOLATA

The Association, based in Bologna, focuses on the intensive and early care of children diagnosed with autism and pervasive developmental disorders, according to educational principles and methodologies solely based on behavioural analysis. In 2024, Prometeia contributed to the continuation of the “social groups” project, which arose from the need expressed by the association’s member families for a space dedicated to supporting the social skills of children and adolescents diagnosed with autism. In the “social groups”, through workshop and

play activities, group teaching is organised to enhance social and play skills and competences, build a friendship network and support each child in social relationships with their peers.



Year and place of foundation:
1926, Cairo

Objective:
Accompanying young people in their personal, educational and occupational growth

DON BOSCO SALESIANS, EL SAHEL - CAIRO

The Don Bosco Salesians are an international organisation of priests dedicated to serving young people, especially the disadvantaged and marginalised. Since 1926, they have also been working in Egypt, in Cairo, where they have dedicated themselves to teaching and training the younger generations. In particular, today the Don Bosco Salesian Institute educates young Egyptians in the technical and professional fields by offering various educational study programmes based on high quality Italian standards and leading to an official diploma recognised by the Italian, European and Egyptian authorities



Year and place of foundation:
1967, Istanbul

Objective:
Offering equal educational opportunities to deserving young people with limited economic resources

TURKISH EDUCATION FOUNDATION (TEV)

The objectives of the Turkish Education Foundation (TEV), founded in 1967, are to provide scholarships to successful students with limited financial means, to support the education system in Turkey by building schools, dormitories, educational centres and libraries, to award prizes to encourage further studies and to conduct scientific research on educational issues.

Also in view of its academic roots, Prometeia has been actively supporting the Foundation since 2023 with a focus on the provision of scholarships in order to reach an increasing number of deserving students. In 2024, with the Group's contribution, the Turkish Education Foundation was able to support four university students with annual scholarships.

Financial training and contribution to the public debate

Since its foundation in 1974, Prometeia has contributed to the dissemination of Italian and international economic analysis knowledge and tools aimed at companies and the financial system. This has significantly contributed to building the public debate on issues concerning the economy and the development of the financial industry, with a special focus on the banking sector.

Prometeia's contribution also had a major impact on the institutional level, which translated into the interactions that the Group has and has had with Central Banks, governments, institutions and international public bodies, and in general authorities responsible for overseeing economic and financial decisions.

The quality of training represents the Company's flagship, not only vis-à-vis Clients, Institutions and the market in general, but also school and university students, in line with the corporate values of disseminating knowledge at all levels.

Our contribution to the dissemination of knowledge was also significant in 2024: in total, the Prometeia Group reached almost 4,000 people again this year through organised events on topical economic and financial issues, both specialised and non-specialised. Our in-depth articles published on our corporate website and especially on LinkedIn have garnered over 1 million views. We have also had almost thirty scientific papers presented at conferences or published in specialised journals, many of them ESG-themed, which have contributed to the dissemination of the culture of sustainability and sustainable finance. Prometeia has produced numerous thematic newsletters for its clients and stakeholders with analyses and in-depth analyses on regulatory, economic policy and industry developments relevant to the Italian financial and industrial sector, also covering news on sustainable finance.

03 RELATIONS WITH CLIENTS, SUPPLIERS AND THE COMMUNITY

PARTICIPATION IN THE SCIENTIFIC DEBATE AND FINANCIAL TRAINING	PUBLISHED REPORTS AND PAPERS	68
	WEBINARS	16
	IN-PERSON EVENTS	12
	SPONSORSHIPS	23
	THIRD PARTY EVENTS AS A SPEAKER	77

NO. OF WEBINAR PARTICIPANTS	PROMETEIA SPA	1,550
	PROMETEIA ADVISOR SIM	1,663
	PROMETEIA ASSOCIAZIONE	363
	TOTAL	3,576

TOP LINKEDIN POSTS	IMPRESSIONS*
Unlock the Future of Model Management with Prometeia Model Journey (PMJ)	28,295
Year-end meeting post	21,705
Prom Open - tennis tournament photos	20,097
First ECB rate cut - June 2024	13,346
Participation in ECONDAT 2024	13,058

* Number of times the content has been viewed or displayed on LinkedIn members' news feeds

TOP ARTICLES ON THE SITE	VIEWS
The impact of Trump's US tariffs proposal on Italy	600
February 2024 Brief	365
October 2024 Brief	365
January 2024 Brief	341
Private market investments and growth potential for the Italian institutional market	308

Contribution to the scientific debate

AUTHORS	TITLE	JOURNAL / EVENT
<i>Elena Giarda, Demetrio Panarello</i>	The energy efficiency price premium of residential buildings in three Italian regions	Energy Research and Social Science
<i>Lorenzo Forni, Filippo Fortuna, Elena Giarda, Francesco Giovanardi, Demetrio Panarello</i>	The 'Green buildings' directive: A quantification of its costs and benefits in two Italian regions	Journal of Housing Economics
<i>Elena Giarda (with Marianna Brunetti and Costanza Torricelli)</i>	Financial fragility across Europe: Is it the household or the country that matters?	Social Indicators Research
<i>Andrea Bonfatti, Elena Giarda</i>	Energy price increases and mitigation policies: Redistributive effects on Italian households	Journal of Policy Modeling
<i>Andrea Camilli, Claudio Colacurcio (with Michele Catalano, Adriaan Dierx, Fabienne Ilzkovitz)</i>	Competition and growth in the European Union	Journal of Policy Modeling
<i>Michele Catalano, Lorenzo Forni</i>	A news-based macro uncertainty index for Italy	Journal of International Money and Finance, Special Issue: "Uncertainty, Economic Activity, and Forecasting in a Changing Environment"
<i>Luca Zanin</i>	A climate scenario analysis for the European SME lending market based on the NGFS projections	To be presented at an event organised by the University of Bologna in 2025
<i>Federico Crecchi, Paolo De Pietro</i>	Non basta chiedere: Trarre valore da tecnologie, competenze e processi con un approccio AI tailor made. Casi d'uso e confronto con Synertrade e Prometeia ("Don't just ask: derive value from technologies, skills and processes with a tailor-made AI approach. Use cases and comparison with Synertrade and Prometeia")	Synertrade panel, Procurement & Innovation Congress 2024 in Milan on 29 February 2024
<i>Lorenzo Proserpi, Luca Zanin</i>	A modelling framework for equity portfolio projections under different carbon price scenarios	Journal of Climate Finance, Vol. 6 in March 2024
<i>Luca Zanin (with Raffaella Calabrese, Timothy Dombrowski, Antoine Mandel, R. Kelley Pace)</i>	Impacts of extreme weather events on mortgage risks and their evolution under climate change: A case study on Florida	European Journal of Operational Research, Vol. 314, Issue 1 in April 2024
<i>Fabrizio Garuti, Simone Luetto with Enver Sangineto and Rita Cucchiara</i>	Large-Scale Transformer models for Transactional Data	Workshop on "AI per la Finanza ed il Commercio" ("AI for Finance and Commerce"), ITAL-IA Conference organised by Associazione Italiana Linguistica computazionale (AILC) in Naples on 29-30 May 2024

03 RELATIONS WITH CLIENTS, SUPPLIERS AND THE COMMUNITY

AUTHORS	TITLE	JOURNAL / EVENT
<i>Alessandro Benetti, Michele Filannino</i>	GitHub Copilot: a pilot study in Prometeia	Workshop on “AI Generativa” (“Generative AI”), ITAL-IA Conference organised by Associazione Italiana Linguistica computazionale (AILC) in Naples on 29-30 May 2024
<i>Luca Zanin, Connor Innes Thorburn (with Raffaella Calabrese)</i>	Climate stress testing for mortgage default probability	“Embedding Sustainability in Credit Risk Assessment” conference organized by the Bank of Italy and the Capital Markets Department of the IMF in Venice on 13-14 June 2024 and the Seminar on Credit Risk to the Federal Reserve of Philadelphia on 16 August 2024
<i>Demetrio Panarello, Sedric Zucchiatti</i>	Unveiling the Landscape of Circular Economy Patents: A Novel Taxonomy Approach	AIRe Conference in Turin on 4-6 September 2024
<i>Matteo Tomei, Luca Ciuffreda with Davide Di Nucci, Alessandro Simoni, Roberto Vezzani and Rita Cucchiara</i>	KRONC: Keypoint-based Robust Camera Optimisation for 3D Car Reconstruction	50SFM - Workshops on Structure from Motion in ECCV 2024 in Milan on 29 September 2024
<i>Ivan De Lorenzo (with Carlos Montes-Galdón, Viktors Ajevskis, František Brázdik, Pablo Garcia, William Gatt, Diana Lima, Kostas Mavromatis, Eva Ortega, Niki Papadopoulou, Ivan De Lorenzo, Benedikt Kolb)</i>	Using structural models to understand macroeconomic tail risks	Occasional Paper No. 357 by the ECB on 22 October 2024
<i>Michele Cimino, Annalisa Molino, Maria Paola Priola, Lorenzo Prosperi, Lea Zicchino</i>	Unmasking Climate Change: Traversing Storms, Cold, Heat and Fire in Corporate Earnings Calls through a Hybrid Taxonomy and GPT-based Methodology	Workshop in Sustainable Finance at the University of Padua on 25 October 2024 and the GFRA Conference in Paris on 11-12 December 2024
<i>Luca Zanin (with Raffaella Calabrese, Silvia Angela Osmetti)</i>	Sample selection bias in non-traditional lending: A copula-based approach for imbalanced data	Socio-Economic Planning Sciences, Vol. 95, October 2024
<i>Luca Zanin (with Luca De Angelis, Irene Monasterolo)</i>	Look up and ahead: how climate scenarios affect European sovereign risk	Bologna Environmental Economics Group Meeting at the University of Bologna, October 2024, and International Symposium on Climate Finance and Sustainability, Paris 21-22 November 2024
<i>Giangiacomo Sanna</i>	How to Drive Innovation in a Highly Regulated and Complex Environment	EMEA Lend Tech Summit 2024 in London on 3 October 2024

AUTHORS	TITLE	JOURNAL / EVENT
<i>Andrea Camilli, Lorenzo Casprini, Lorenzo Forni (with Michele Catalano)</i>	Efficiency and Equity in Green Transitions: A Fiscal Policy Perspective	European Climate and Energy Modelling Platform (ECEMP) 2024 in Brussels on 16-17 October 2024
<i>Elena Ferretti</i>	Prometeia's AI and Generative AI Initiatives	6th Conference on "Nontraditional Data, Machine Learning, and Natural Language Processing for Macroeconomics" - ECONDAT 2024 Fall Meeting in Rome on 13-14 November 2024
<i>Lorenzo Prosperi, Luca Zanin (with Luca Taschini and Leonardo Bortolan)</i>	Mind the emission gap for firms in the EU ETS programme	Tor Vergata University of Rome, and the FSR Climate Annual Conference organised by the European University Institute, Florence on 28-29 November
<i>Fabrizio Garuti, Simone Luetto (with Enver Sangineto and Rita Cucchiara)</i>	Diffusion and Autoregressive Deep Learning models for Transactional Data Generation	5th ACM International Conference on AI in Finance (ICAIF-24) in New York on 14-17 November 2024
<i>Giacomo Novelli and Stefano Tripodi (with Benedetta Falsetti)</i>	Quantifying nature-related risks and opportunities: A novel metric for assessing ecosystem integrity and its economic impact	"Workshop on the Economic Implications of Climate Change and the Transition to a Low-Carbon Economy" at the Bank of Italy in Rome on 16-17 December 2024
<i>Andrea Camilli (with Marta Giagheddu, Silvia Marchesi and Lucas Mariani)</i>	Distributional Consequences of Sovereign Default Risk	"Rethinking Sovereign Debt Sustainability and Crises" workshop at the European University Institute in Florence on 10 December 2024

Relations with the academic world

Prometeia has very close ties with the academic world, which take the form of sponsorships of Masters and Degree Courses, or teaching assignments entrusted to our internal professionals, with the aim, in line with our values, of helping the Community develop new skills for the job market.

EVENT / SPONSORSHIP IN 2024

ALMA MATER STUDIORUM UNIVERSITY, BOLOGNA

Q-Finance Scholarships

COLLEGIO CARLO ALBERTO, TURIN

MaFiRM Master

UNIVERSITY OF FLORENCE

Finance and Risk Management

CAREER DAY

LA SAPIENZA UNIVERSITY, ROME

Statistical Science Presentation

ALMA MATER STUDIORUM UNIVERSITY, BOLOGNA

Career Day Alma Mater Studiorum

FONDAZIONE EMBLEMA, VERONA

Placement Scholarship - Placement Meeting

BOCCONI UNIVERSITY, MILAN

Bocconi&Jobs - April

CA' FOSCARI UNIVERSITY, VENICE

UniVe Career Day - Finance and Banking

UNIVERSITY OF BERGAMO

Get in Touch

FONDAZIONE EMBLEMA

Placement Scholarship - Virtual Fair

LUISS UNIVERSITY, ROME

Career Day Luiss

FONDAZIONE EMBLEMA

Placement Exchange - Virtual Fair forDoc

TOR VERGATA UNIVERSITY, ROME

Campus&Leaders&Talents

UNIVERSITY OF SIENA

UniSiena Career Week

MOMEDA EVENTI, BOLOGNA

ClamFIM Reunion & Career Day

SCUOLA SUPERIORE SANT'ANNA, PISA

Sant'Anna Job Fair, Pisa

LA SAPIENZA UNIVERSITY, ROME

Career Day Sapienza

BOCCONI UNIVERSITY, MILAN

Bocconi&Jobs - November

JECOMM, MILAN

Becoming Manager (State University of Milan)

People

People are our most important resource

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People in Prometeia

The people working within the organisation are key stakeholders that Prometeia undertakes to protect, whilst promoting their talent and growth, with a view to fostering operational efficiency, information and know-how sharing and skills development within the Group.

As of 31 December 2024, the Group has more than 1,200 professionals, and counting. 92% of the workforce is based in Italy. 35% of employees are under 30 years of age and 31% are women. 87% of employees are university graduates and 7% have a postgraduate qualification.

TOTAL EMPLOYEES BY GEOGRAPHICAL LOCATION AND GENDER

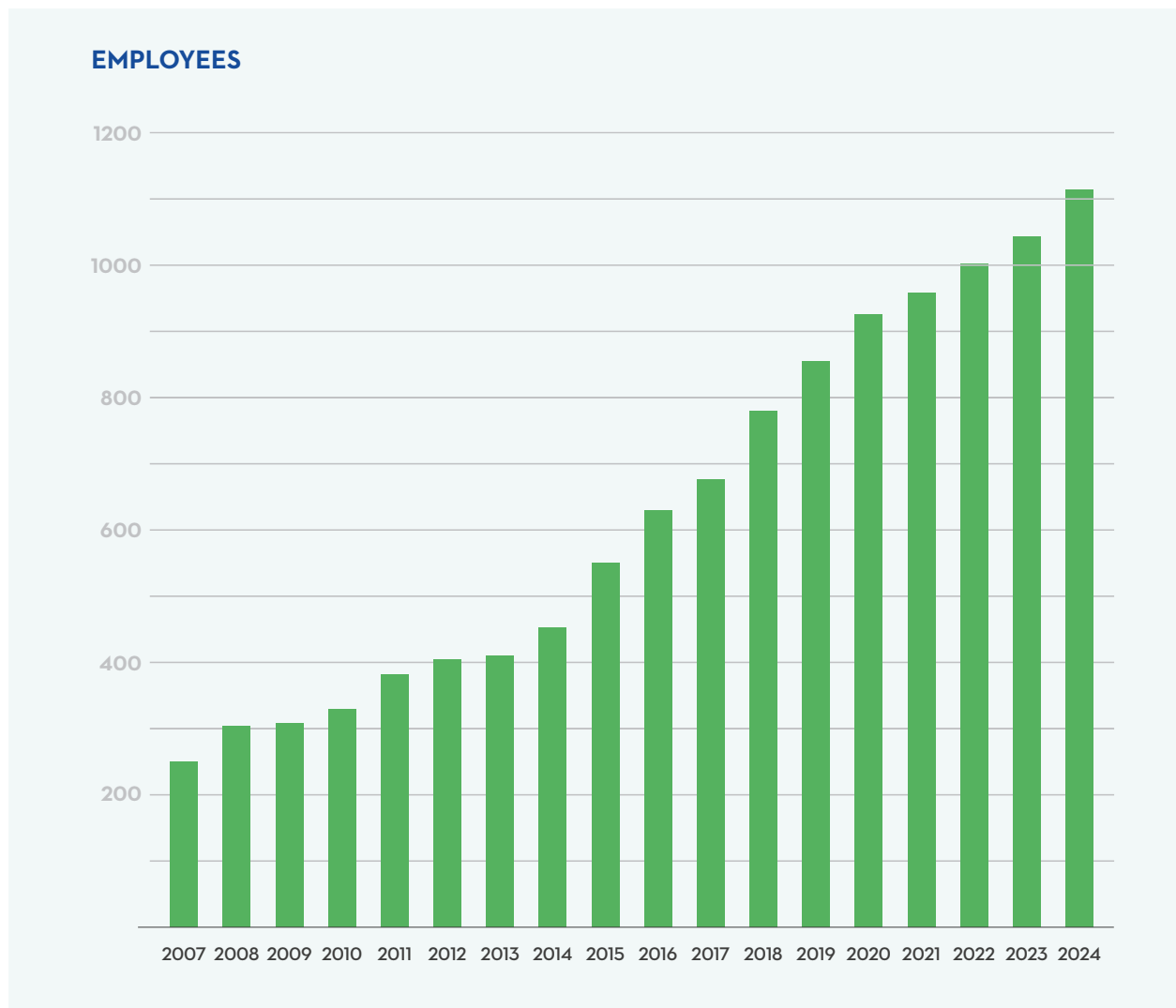
	2023			2024		
	Male	Female	Total	Male	Female	Total
Italy (n)	678	318	996	717	315	1,032
Non-Italy (n)	51	22	73	54	30	84
Italy (%)	93%	94%	93%	93%	91%	92%

DISTRIBUTION OF EMPLOYEES BY EDUCATIONAL QUALIFICATION AND GENDER

	2023			2024		
	Male	Female	Total	Male	Female	Total
Postgraduate degree	7%	6.5%	6.8%	7%	6.8%	6.9%
Undergraduate degree	85.9%	88%	86.6%	86%	88.1%	86.7%
High school diploma	7.1%	5.4%	6.5%	7%	5.2%	6.4%

Prometeia believes that each and every resource can bring value and that this is why they are constantly placed at the centre of projects aimed at personal and professional development, through a number of phases and initiatives covering the following areas:

- Lifelong learning
- Performance management
- Health and safety
- People engagement
- Welfare and benefits
- Diversity, Equity and Inclusion



Lifelong learning

In keeping with Prometeia's core values, people's skills development lies at the top of the list of the Group's objectives. Prometeia's people must be devoted to life-long learning, where the greatest value is attached to what they are still willing to learn, rather than to what they have already learned; the willingness to train on an ongoing basis responds to the need to cope with changes in the market and in the context. Prometeia's training courses are structured in four different areas, each of which has the aim of promoting individual development within the organisation:

- **Evolving Training:** focus on the development of soft skills;
- **Developing Training:** focus on the development of hard skills, specialist and technical knowledge;
- **Inspiring Training:** focus on sharing company best practices;
- **Designing Training:** focus on content and running of the relevant business processes.

The knowledge and techniques gained over the years by Prometeia's people represent a wealth of extremely diverse and valuable skills.

During 2024, almost 68,000 hours of training were provided, or 52 hours per person.

TRAINING HOURS	2023	2024
EVOLVING	14,443	10,392
DEVELOPING	22,807	27,404
INSPIRING	1,593	1,676
DESIGNING	24,345	28,095
TOTAL	63,188	67,567
HOURS PER PERSON	50	52

Almost all training courses are conducted in hybrid mode, both face-to-face and online, in order to optimise participation. Exceptions are only some specific courses, where physical presence in the classroom is considered a necessary condition for the effectiveness of training.

Starting in 2023, special attention was paid to training and awareness-raising among the company's population on sustainability issues, creating a path aimed at integrating ESG topics throughout Prometeia's entire "Learning Journey".

Both at the time of onboarding and at the time of necessary updates, the company's people attend compulsory training on the main company models and policies: Code of Ethics 231 and its implementation model, GDPR, Health and Safety in the company, IT Security, Anti-Corruption and Whistleblowing. In 2024, almost 4,800 hours of training were provided for this purpose, with 94% participation by new recruits.

In 2023, a mandatory training course was designed and delivered to all new hires of the year called "ESG Essentials at Prometeia", aimed at providing a general overview of the historical evolution of sustainability issues, the reasons why they are relevant for Prometeia and creating a common language on sustainability issues. This onboarding training also includes a presentation of Prometeia's

commitment to Corporate Social Responsibility. The programme was enriched in 2024 by including two sessions highlighting internal sustainability expertise and giving visibility to the company's subject matter experts.

ESG TRAINING DELIVERED	2024
MANDATORY ESG TRAINING	4,784
RAISING AWARENESS OF ESG TOPICS	4,384
<i>OF WHICH: DIVERSITY EQUITY INCLUSION</i>	<i>1,868</i>
TOTAL	9,168
HOURS PER PERSON	7

Performance management

Performance is the contribution that each person brings through their actions, both as an individual and, cooperatively, as part of an organisational unit, to the achievement of the corporate goals and objectives for the fulfilment of Clients' needs.

In 2021, Prometeia introduced the concepts of constant feedback, in the context of the performance of work activities, in line with project planning, and of mutual feedback, i.e. concurrent bottom-up and top-down feedback between people. The process is based on objective quantitative and qualitative criteria and identifies the contribution of each individual employee to the creation of value for the company according to the role covered, the type of activity carried out, the relevance of their skills and the sharing process within the work teams, as well as the specific reference job market (i.e. the respective professional family).

The performance assessment objectives are: to foster professional growth through constant feedback, to direct mutual feedback towards professional development and growth, to support people in their training process, to target individual performance by identifying areas for improvement, to consider feedback in the context of the ongoing development process and in relation to certain projects and specific objectives, to guide behaviours by enhancing work and the contribution of each person to both professional and company growth.

The robustness of the process is evidenced by the participation in periodic performance reviews by all Prometeia employees, regardless of gender.

Health and safety

Prometeia considers health and safety in the workplace a core value and part and parcel of its business. This area is constantly supervised and monitored with standard and extraordinary interventions and actions, as was the case through the further reinforced monitoring carried out during the pandemic, in compliance with the regulations and to protect personnel at all Italian and international offices.

People engagement

People engagement and internal communication activities are designed to inform the Group's people on corporate decisions, on the main outside news, as well as on internal business and research initiatives, with the aim of encouraging debate.

Pr(HOME)teia

Pr(HOME)teia is the agile and essential corporate app that accompanies life at Prometeia on a day-to-day basis. Installed on all company smartphones, it is essential to interact with the company's physical spaces and stay up-to-date at all times.

PromNext, Generative Prometeia Contest

In September 2023, within the "PromNext" format, which supports corporate engagement initiatives, the "PromNext: Generative Prometeia" contest was launched. Aimed at the entire corporate population, the contest gathered as many as 97 innovation projects in the Generative AI field, which, following three subsequent assessment phases, made it possible to identify the Gen AI use cases in which Prometeia will be investing starting from 2024. The

selected projects were announced on the occasion of the Prometeia Christmas Meeting 2023. The initiative saw the participation of 275 people from all senior levels, professional families and geographical locations of the Group and represented a valuable opportunity for growth and collaboration. In 2024, the proposing teams had the opportunity to attend one of the world's leading international conferences, recognised as platforms for the debate on the digital domain and future technology. In addition, during 2024 Prometeia invested in the development of 20 project streams based on the use of Generative AI, selected from the 97 innovation ideas that competed in the initiative in 2023. The streams developed covered different key areas of the company and belonged to four functional types: chatbots and virtual assistants, textual content processing, structured content generation, and foundation model development. The development of the streams involved over 140 internal resources and utilised in-house technologies to accelerate their creation as much as possible. The various project streams were coordinated and developed by a dedicated Generative AI Working Group, which provided centralised and effective governance for the various streams together with continuous technical support, aimed at disseminating and building vertical expertise in Generative AI in all Prometeia areas, through a hub&spoke engagement mode.

Prometeia Christmas Meeting

The theme of the Prometeia Christmas Meeting 2024 was “Team Spirit”, understood as the value of the team's unity and strength. On stage, Prometeia's Executive Steering Committee - Sebastiano Mazzoni Perelli, Andrea Partesotti and Valeria Patanè - who, with the moderation of SkyTg24 journalist Mariangela Pira, discussed the importance and value of teamwork at Prometeia. The meeting also featured a special guest: Julio Velasco, an iconic figure in the world of sport and beyond, coach of the Italian national women's volleyball team whom he led to the gold medal at the Paris Olympics. The experience and words of Velasco, Prometeia Vice President Giuseppe Lusignani, and finally Prometeia President Angelo Tantazzi, who also shared the stage with Velasco, offered important insights on how cohesion and collaboration are the basis of all success, not only in sport.

Happy Hour

Starting from March 2020, “Happy Hour”, an internal press review with current affairs and news updates, has been prepared and sent every evening.

Prom4People Initiatives

The “Prom4People” format, introduced in 2024, promotes all internal initiatives dedicated to Prometeia people. It was presented with the launch of “Prom Open”, the first mixed doubles tennis tournament organised by Prometeia. The tournament was held in Bologna in July.

During the year, the Prometeia branch in Turkey participated in the 46th Istanbul Marathon, the only race organised between two continents, sponsored by the Türkiye İş Bankası bank. At the marathon, a fundraiser was organised to help the LÖSEV Association, a charity supporting children with leukaemia and their families.

In March 2024, seven employees of the Turkish branch also participated in the 3x3 basketball tournament of the Decathlon Corporate League, representing our company during group and play-off games. The experience was an opportunity to reinforce the team working spirit, and to increase the company’s visibility.

Starting in November, five company volunteer days were organised at the Antoniano charity kitchen, involving more than 60 Prometeia people. Finally, again this year, a small Christmas gift was delivered to the employees’ children through the “Children’s Christmas” initiative.

Welfare and benefits

Prometeia is committed to providing the best professional and working conditions to its people. Action in this area is based on the following three pillars: Compensation, Welfare and Benefits.

COMPENSATION

The Compensation factor is based on a fixed and a variable component, and is linked to the achievement of results. The annual MBO system sets individual goals, guiding people to achieve the best results and defining tailor-made development processes.

WELFARE

Active since 2015, and renewed by company decision year after year, Prometeia's Welfare Plan responds to the growing need for "personal welfare", that is, the need to combine all-round, supplementary and - as far as possible - customisable services, leading to a lifestyle that is increasingly consistent with one's expectations. The Welfare Plan is a hallmark for the company and a competitive lever for value generation. The components of corporate welfare can cover a number of different areas: health and protection, social security, family care, assistance, free time, work-life balance. It all depends on the choice made by individual employees, who decide how to use the welfare bonus provided to them by Prometeia.

The services provided include:

- Health Services with the inclusion of health care funds
- Reimbursement of expenses for education and care to elderly or non-autonomous people
- Rich and varied system of conventions and discounts
- Refunds for transport costs
- Leisure time: wellness, entertainment, sport and culture packages
- Social security: option to integrate pension funds
- Financing: option to request an interest contribution for loans.

In 2024, to mark the 50th anniversary of the Prometeia Group, an extraordinary variable component consisting of a fringe benefit and an additional credit was made available within the Prometeia Welfare Plan.

This one-off component was meant to be Prometeia's thanks for the hard work and dedication with which its people have contributed to the Group's success and growth.

BENEFITS

The third pillar is represented by Prometeia Benefits, which encompass all the Group's partnerships with external facilities that contribute to the well-being of our people: cultural, recreational or sporting initiatives.

Diversity, Equity and Inclusion

Prometeia promotes the fair treatment and full participation of all its people in company life.

The notions of diversity, equity and inclusion are three founding values of the organisation that, while taking on different nuances, are understood to be closely linked. Diversity refers to the diversity of the workforce, with reference to gender but not only; equity refers to concepts such as fairness and justice and is implemented through fair compensation and substantive equality; finally, inclusion means creating an organisational culture capable of making employees feel that their voices are heard.

Prometeia promotes equal opportunities and diversity, which are regarded as a value, both at the selection stage and throughout working life through fair and motivating professional development paths. Prometeia is constantly committed to achieving gender equality in the workplace.

Prometeia's employees represent 20 different nationalities. 35% are under 30 years old and 94% are university graduates or have postgraduate qualifications. Women represent 31% of the Prometeia Group workforce, and 26% of management. Of the eleven area managers, five are women.

All its employees are guaranteed fair professional growth paths through the adoption and implementation of policies and processes that Prometeia has put in place and which it monitors and reviews on an ongoing basis in order to ensure maximum effectiveness.

With the aim of fostering work-life balance and improving the well-being of employees, Prometeia has adopted a set of initiatives that include:

- Remote working policy
- Welfare plan
- Daily meal vouchers for each employee;

- End-of-year bonuses awarded on a fair basis;
- Performance assessment system based on the full enhancement of human resources and constant dialogue to foster professional and personal growth.

In 2024, 1,900 hours of training were specifically dedicated to Diversity, Equity and Inclusion, with a particular focus on inclusive leadership and women's empowerment.

In early 2025, Prometeia participated in the "Countdown to International Women's Day 2025" promoted by the UN Global Compact. This global initiative is a high-impact, interactive learning pathway designed to help companies move from commitment to action for gender equality. Prometeia's corporate functions joined colleagues from all over the world to share their experiences and participate in inspiring sessions. The internal and external promotion of this initiative has enabled Prometeia to further raise awareness of gender equality topics among its stakeholders.

Commitment to the environment

Growing with respect for the environment

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Prometeia's environmental footprint

The Prometeia Group is involved in advisory services, software development, and economic research and forecasting, and specialises in cutting-edge data, technology and training solutions to support the financial system, businesses and public institutions. Its environmental footprint is therefore characterised by its product sector, both in terms of size and composition.

In 2024, the total consumption of purchased and self-produced energy was 5,001 MWh. Prometeia produces 39 MWh of renewable electricity, self-produced and fully consumed, thanks to a solar panel system installed on the building in Bologna.

ENERGY CONSUMPTION AND MIX	MWh
Fuel consumption from natural gas	13
Fuel consumption from crude oil and petroleum products	3,569
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil source	1,380
Total energy consumption from fossil sources	4,962
Consumption of self-generated non-fuel renewable energy	39
Total energy consumption from renewable sources	39
Total energy consumption	5,001

In 2024, the amount of waste produced was estimated at almost 113,000 kg, with 150 kg of hazardous waste from the disposal of printer toners. 69% of municipal waste was recycled. About 6,500 cubic metres of water was consumed.

Greenhouse Gas (GHG) emissions from the Prometeia Group's Italian operations for 2024 were broken down as follows. The total Scope 1 and 2 GHG emissions were 1,240 tonnes CO₂-equivalent (LB Location Based) and 1,577 tonnes CO₂-equivalent (MB Market Based). If we add Scope 3 emissions to these, the total is 2,682 tonnes CO₂-equivalent (Location Based) and 3,019 tonnes CO₂-equivalent (Market Based).

For Scope 3 GHG reporting, the principles and requirements contained in the Corporate Value Chain (Scope 3) Accounting and Reporting Standard of the Greenhouse Gas Protocol (GHG Protocol) were taken into account.

Carbon Intensity, calculated as the ratio of GHG emissions (Market Based) to Prometeia's turnover, was 10 (tonnes CO₂eq/€mln) if Scope 1 and 2 emissions are taken into account and 19 (tonnes CO₂eq/€mln) if Scope 3 emissions are also included in the numerator.

05 COMMITMENT TO THE ENVIRONMENT

SCOPE 1, 2 AND 3 GHG EMISSIONS	tCO ₂ eq
Scope 1	886
Scope 2 - Location Based (LB)	354
Scope 2 - Market Based (MB)	691
Scope 3.1 - Purchased goods and services	118
Scope 3.3 - Fuel & Energy Related Activities	359
Scope 3.5 - Waste generated in operations	74
Scope 3.6 - Business travel	328
Scope 3.7 - Employee commuting	328
Scope 3	1,442
Scope 1 + 2 (LB)	1,240
Scope 1 + 2 (MB)	1,557
Total 1 + 2 (LB) + 3	2,682
Total 1 + 2 (MB) + 3	3,019

Branches outside of Italy were excluded in the calculation of GHG emissions. The methodological choices are as follows:

1. Scope 1 GHG emissions include the stationary combustion consumption of the Italian sites, fuel consumption of the corporate fleet, and fugitive emissions. Emissions from stationary and fleet combustion were derived by multiplying the consumption of the different energy sources by the emission factors published in the UK Government GHG Conversion Factors for Company Reporting (Defra 2024). F-Gas fugitive emissions were calculated based on the global warming potential (GWP) reported by plant operators;

2. Scope 2 GHG emissions include electricity purchased for the Italian sites and electricity purchased for the company fleet. For the location-based (LB) method, emissions were derived by multiplying electricity consumption by the emission factors published by Ispra (Report 404/2024 “Efficiency and decarbonisation indicators in Italy and in the biggest European Countries”). For the Market Based (MB) method, the emission factor published by the AIB Association of Issuing Bodies (Report of May 2024 “European Residual Mixes 2023”) was used;
3. for Scope 3 GHG reporting, the principles and requirements contained in the Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011 version) of the Greenhouse Gas Protocol (GHG Protocol) were taken into account;
4. scope 3.1 emissions (purchased goods and services) were calculated based on the exact quantity of purchased goods such as paper, toner and water and using the emission factors from the Ecoinvent 3.11 database, and for core services by considering Prometeia’s share of Scope 1 and 2 GHG emissions of the main service providers (not included in Scope 1 and 2 or pertaining to other Scope 3 categories);
5. scope 3.3 emissions (fuel- and energy-related activities - not included in Scope 1 or 2) were calculated based on Scope 1 and 2 consumption, multiplied by emission factors from the Ecoinvent 3.11 database, while in some cases it was necessary to reprocess the factors from Ecoinvent 3.10 or Defra 2024;
6. scope 3.5 emissions (waste generated during operations) were calculated by dividing waste between hazardous and non-hazardous waste, multiplying the amount of waste generated by the corresponding emission factors in the Ecoinvent 3.11 database. Municipal waste was in turn estimated based on the m2 of the Italian sites;
7. scope 3.6 emissions (business travel) were calculated on the basis of the kilometres travelled by employees on transport not controlled by Prometeia, multiplied by emission factors from the Ecoinvent 3.11 database. For taxis and rental cars, on the other hand, spend-based emission factors from the EPA database (U.S. Environmental Protection Agency - Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6) were used, adjusted for inflation and the Euro-Dollar exchange rate;
8. emissions in category 3.7 (employee commuting) were estimated using the results of the questionnaire for the Home-Work Travel Plan, with exact data for the Milan and Bologna sites and using the same per-capita Bologna data for the Rome site.

Actions to reduce environmental impact

Prometeia is committed to progressively reducing its ecological footprint. In particular it is committed to achieving Net Zero at Group level by 2050, and in any case in alignment with the EU rules in force from time to time.

Prometeia's environmental impact reduction strategy is based on the following main lines of action:

- LEED Gold certification for the Group's headquarters in Bologna
- Renewable energies
- Sustainable mobility
- Reforestation programmes
- Sustainable technologies
- Sustainable waste management

LEED GOLD CERTIFICATION FOR THE BOLOGNA HEADQUARTERS



Prometeia's headquarters in Bologna, inaugurated in September 2019, received the LEED® Gold (Leadership in Energy & Environmental Design) certification from the Green Building Council, the international body in charge of assessing the environmental sustainability features of buildings and promoting a sustainability-oriented approach.

The assessment is based on the analysis of performances in different sectors such as energy and water saving, CO₂ emission reduction, the improvement of the ecological quality of interiors, materials, resources used, project designs and site selection.

According to the Green Building Council, compared to a standard building of the same size, Prometeia's Bologna office reduces water consumption by 45% and energy consumption by 30.7%. 77.7% of the occupied areas can take advantage of natural light and photovoltaic panels, which cover 5.6% of the energy consumption requirements.

The finishing materials have been selected on the basis of certified environmental performance and, when possible, with recycled materials of regional origin. The building has a large space dedicated to bicycle storage and an internal car park that encourages alternative mobility with spaces reserved for carpooling and electric cars.

In the square in front of the headquarters, Prometeia has planted new trees that do not require permanent irrigation.

RENEWABLE ENERGIES

Prometeia is mindful of its environmental impact by pursuing energy efficiency and reducing emissions. The existing electricity supply contract provides that the company's electricity must come at least in part from renewable sources, although not certified, plus about 3% of electricity self-produced through a photovoltaic plant at the Bologna premises and entirely self-consumed.

SUSTAINABLE MOBILITY

Home-Work Travel Plan

Prometeia is subject to Law 77/2020 on "Measures to encourage sustainable mobility", which requires all the companies that meet certain requirements to appoint a Mobility Manager and draft a "Home-Work Travel Plan" (PSCL). Prometeia annually drafts and

submits its PSCL to the municipal authorities of its Bologna and Milan offices. The aim of the plan is to reduce private vehicle traffic by identifying ways to encourage employees to choose alternative forms of sustainable mobility for their daily work commute. The evidence from the PSCL 2024 shows, for both locations, good accessibility via local public transport, cycling, walking and carpooling. The indicators monitored to analyse Prometeia's ecological footprint from commuting include the composition of transport demand and CO₂-equivalent emissions from home-to-work travel. The evidence for 2024 shows that public transport was used by 31% of employees in Bologna and 77% in Milan. Local public transport and soft modes (i.e. all non-motorised means of transport such as cycling, walking and trams) are used by almost 89% of employees in Milan and 64% in Bologna. In Bologna, 33% of employees use the soft mode.

The estimated CO₂-equivalent emissions are 0.52 tonnes per year per capita for the work commute of employees in Bologna and 0.42 for those in Milan. These values are an integral part of Prometeia's Scope 3 emissions.

Prometeia promotes sustainable work commutes by having introduced a remote working policy, the option to use the welfare plan for the reimbursement of local public transport travel cards, and dedicated Apps that promote car sharing and the use of bicycles for work commutes.

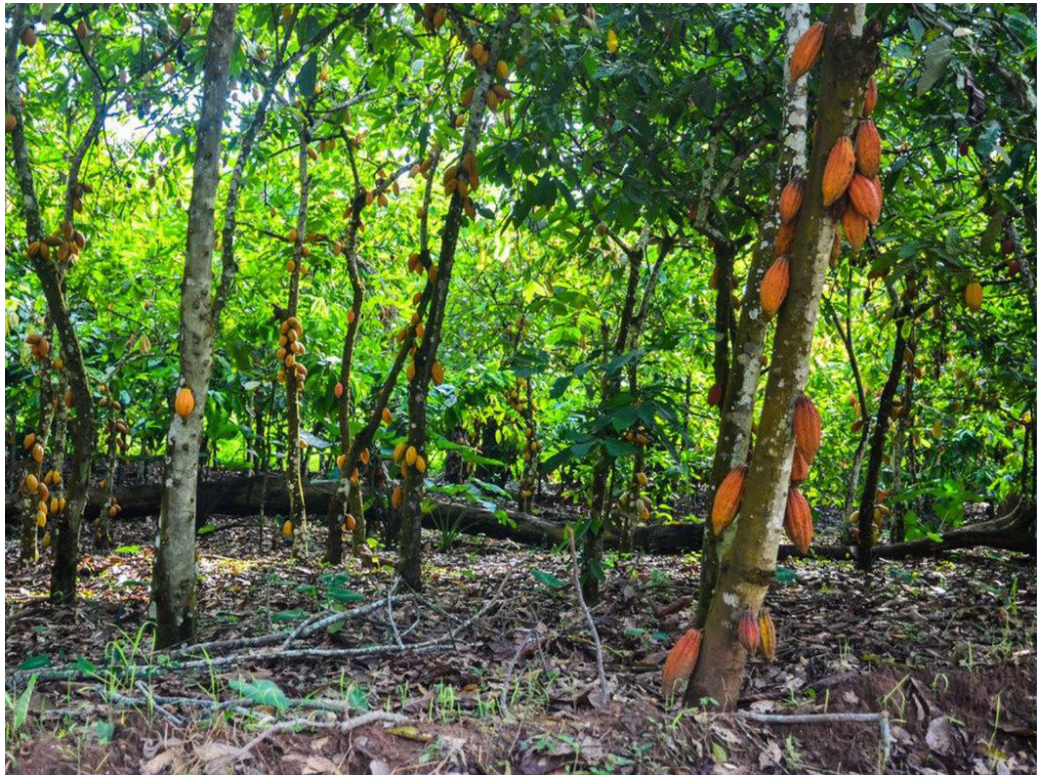
The promotion and awareness-raising campaigns on sustainable mobility, also carried out through the "ESG Essentials" training programme and dedicated e-mails from the Mobility Manager, aim to raise the employees' awareness and knowledge of the objectives of the Home-Work Travel Plan and their proactive participation in the initiatives it contains.

Means of transport and travel

Prometeia has adopted a company fleet Policy that provides employees solely with hybrid and electric cars with emissions that cannot exceed 155 g/km.

REFORESTATION

Reforestation is a tool used to offset emissions. The entrance to Prometeia's Headquarters in Bologna is surrounded by a large square with a garden covering about 1500 square metres. Furthermore, on the occasion of World Environment Day, on 5 June 2021, Prometeia presented the "Prometeia Forest" initiative undertaken together with a web platform where it is possible to plant a tree remotely and see it grow online. Prometeia purchased 200 cocoa trees for planting in Cameroon. The trees are visible online, in the "Prometeia Forest" and a personalised e-mail is sent to the Group's Clients to follow the history of the tree and its specific context. The trees planted by Prometeia absorb 11,000 kg of CO₂-equivalent from the atmosphere per year.



SUSTAINABLE TECHNOLOGIES: EFFICIENCY AND RESPONSIBILITY

Prometeia has adopted a responsible approach to the management of its IT infrastructure, implementing advanced solutions to optimise consumption and reduce waste.

The initiatives listed below not only contribute to reducing environmental impact, but also ensure greater operational efficiency and innovation in the long run, confirming Prometeia's focus on sustainable digitisation.

PrintReleaf Project

PrintReleaf Exchange is a patented software platform that enables businesses to sustain and grow the global forestry system, one print job at a time. The company works closely with forestry and print industry experts to develop standards for measuring, offsetting, and verifying the success of companies' reforestation initiatives associated with their paper consumption; it also developed a standard, a methodology and a technological platform that make certified reforestation of their paper consumption easier for clients. Since Prometeia joined this project in 2021, it has offset its internal printing through reforestation with 279 standard trees.

Virtualisation

The infrastructure, data storage and processing operations are carried out through IT facilities owned by Prometeia, specifically with servers, advanced storage devices and networking equipment.

A virtualisation environment is used in order to reduce the amount of electricity required to run the servers. This has made it possible to reduce the number of physical servers required by 70%.

Virtualisation also guarantees significant power savings due to the lower need for dissipation of waste thermal energy; in addition, the physical space required to host the systems is also reduced, with further energy savings on lighting and air conditioning. This measure also allowed to improve systems management and business continuity.

Storage with SSD systems

Prometeia uses several enterprise data storage devices with high performance, security and availability standards. The company is gradually migrating storage from mechanical disks to SSD systems. The elimination of rotating physical plates involves the reduction of electrical consumption and thermal energy to be dissipated, as well as of the physical space taken.

Reuse of ICT materials

Prometeia's ICT material is purchased with lease plans. At the end of its life cycle, the material is not transferred to a disposal area but resold by the leasing company to a new entity. This is also the case for client systems and results in a reduction of the impact at electronic material landfills. Appropriate data-erase procedures are implemented before returning the material to the leasing company.

SUSTAINABLE WASTE MANAGEMENT

Prometeia has introduced separate waste management in all its locations. The 150 kg of hazardous waste produced is disposed of in accordance with the law.

GRI content index

GRI Standard	Disclosure title	Section
GRI 102: General Disclosures		
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102-2	Activities, brands, products and services.	Identity and Values
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102-13	Membership of associations	Relations with Clients, Suppliers and the Community
Strategy		
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Ethics and integrity		
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205-2	Communication and training on anti-corruption policies and procedures	Identity and Values
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GRI Standard	Disclosure title	Section
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302-4	Reduction of energy consumption	Commitment to the environment
GRI 303: Water and Effluents		
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303-2	Management of water-discharge related impacts	Commitment to the environment
303-3	Water withdrawal	Commitment to the environment
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GRI 305: Emissions		
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305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Commitment to the environment
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306-1	Waste generation and significant waste-related impacts	Commitment to the environment
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Occupational health and safety		
403-5	Worker training on occupational health and safety	People
403-6	Promotion of worker health	People
Training and education		
404-1	Average hours of training per year per employee	People
404-2	Programs for upgrading employee skills and transition assistance programs	People
Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	People
Local communities		
413-1	Operations with local community engagement, impact assessments, and development programs	Relations with Clients, Suppliers and the Community



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